

FMLA for Maternity / Paternity / Adoptive / Foster				
REGM	Maternity /Pat/Adopt Lv 10d Pd	Paid - Maternity/Paternity/Adoptive leave or placement of a foster child. Employees receive 10 days paid upon birth, adoption or placement of a child, to be used within 12 months (prorated for part time employees). The use of this code is based on submission of paperwork and HR pre-approval of the leave.	Benefits Accrued	Paid
MUM	Maternity/Pat/ Adopt Lv W1-8 Unpaid	Unpaid - Family leave time used for birth, adoption, or placement of a foster child and can be used for the first 8 weeks. Employees on this leave will continue to accrue sick and vacation. The use of this code is based on submission of paperwork and HR pre-approval of the leave. Employees on approved family leave are also entitled to 10 paid (REGM) days. Family leave may be granted up to 26 weeks, use INPF for weeks 9 - 26. Must be used in the FIRST 8 weeks ONLY	Benefits Accrued	Unpaid
SIFF	Sick in Family FMLA Pd	Paid - Sick time used while on FMLA/Medical leave for birth, adoption, or placement of a foster child. The maximum number of days will vary based on applicable Collective Bargaining Agreements or Red Book. The use of this code is based on submission of paperwork and HR pre-approval of the leave.	Benefits Accrued	Paid
CMTF	Comp Time Used	Paid - Time used while on Family leave for birth, adoption, or placement of a foster child. The use of these codes is based on submission of paperwork and HR pre-approval of the leave. (Family leave may be granted up to 26 weeks)	Benefits Accrued	Paid
PERF	Personal Time Used		Benefits Accrued	Paid
VACF	Vacation Time Used		Benefits Accrued	Paid
INPF	Illness Leave FMLA - Unpaid	Unpaid - Family leave time used for birth, adoption, or placement of a foster child. The use of this code is based on submission of paperwork and HR pre-approval of the leave. Employees on approved family leave are also entitled to 10 paid (REGM) days.	No Accrued Benefits	Unpaid
FMLA for Employee				
CMTF	Comp Time Used	Paid - FMLA Medical leave time used for self. The use of these codes is based on submission of paperwork and HR pre-approval of the leave. (FMLA Medical leave may be granted up to 26 weeks)	Benefits Accrued	Paid
PERF	Personal Time Used		Benefits Accrued	Paid
SICF	Sick Time Used		Benefits Accrued	Paid
VACF	Vacation Time Used		Benefits Accrued	Paid
INPF	Illness Leave FMLA - Unpaid	Unpaid - FMLA Medical leave time used for self. The use of this code is based on submission of paperwork and HR pre-approval of the leave. (FMLA Medical leave may be granted up to 26 weeks)	No Accrued Benefits	Unpaid
FMLA for Employee's Family Member				
SIFF	Sick Time Used	Paid - Sick time used while on FMLA/Medical leave for illness of child, spouse, parent, or for birth, adoption, or placement of a foster child; or while on Military Exigency leave up to 12 weeks. The maximum number of days will vary based on applicable Collective Bargaining Agreements or Red Book. The use of this code is based on submission of paperwork and HR pre-approval of the leave.	Benefits Accrued	Paid
CMTF	Comp Time Used	Paid - Time used while on Family leave for illness of child, spouse, or parent up to 26 weeks. The use of this code is based on submission of paperwork and HR pre-approval of the leave.	Benefits Accrued	Paid
PERF	Personal Time Used		Benefits Accrued	Paid
VACF	Vacation Time Used		Benefits Accrued	Paid
INPF	Illness Leave FMLA - Unpaid	Unpaid - FMLA Medical leave time used for illness of child, spouse, or parent up to 26 weeks, or while on Military Exigency leave up to 12 weeks. The use of this code is based on submission of paperwork and HR pre-approval of the leave. (FMLA Medical leave may be granted up to 26 weeks)	No Accrued Benefits	Unpaid

Sick				
SIC	Sick Time Used	Paid - Sick time used (not for FMLA)	Benefits Accrued	Paid
SIF	Sick in Family	Used when an employee is out due to an immediate family member's illness	Benefits Accrued	Paid
CIS	Comp Time In Lieu of Sick	Paid - If approved, employees are eligible to substitute comp time instead of sick time. (not for FMLA leaves)	Benefits Accrued	Paid
PES	Personal In Lieu of Sick	Paid - Approved use of personal time in lieu of sick time	Benefits Accrued	Paid
VAS	Vacation in Lieu of Sick Leave	Paid - If approved, employees may substitute vacation time in lieu of sick time used	Benefits Accrued	Paid
SLB	EILB & Legislative Banks	Paid - Sick time used from the Sick Leave Bank. Employees must exhaust all their accrued leave before using the hours credited from the sick leave bank.	Benefits Accrued	Paid
INP	Illness No Pay	Unpaid - Approved Leave due to employee illness (not eligible for FMLA). This code is usually used by an employee who has exhausted their sick leave balance.	No Accrued Benefits	Unpaid
Comp Time				
COM	Comp Time EARNED	Hours only - Comp time earned in lieu of overtime pay, for approved additional hours worked. (ex: A 37.50hr employee works a total of 42.00 hrs should receive 5.50 hours of COM. COM is calculated as follows 2.50hrs straight + (2.0hrs x 1.5 = 3.0hrs) = 5.50hrs	Benefits Accrued	Paid
CIH	Comp Time in Lieu of Holiday	Paid - Comp Time used (earned in lieu of holiday)	Benefits Accrued	Paid
CMT	Comp Time Used	Paid - Comp time used. (earned in lieu of overtime)	Benefits Accrued	Paid
HWC	Holiday Worked Comp Time Earned	Hours only - Comp time earned for the Commonwealth's observed holiday. NOTE: When an employee works on a scheduled holiday, the employee will need to record hours worked as REG along with HWC. Regardless of the number of hours worked on a holiday (ex: 10.00 REG and 7.50 HWC), the total comp time earned (HWC) should not exceed 1/5 of an employee's total weekly schedule (ex: 37.50 / 5 = 7.50hrs).	Benefits Accrued	Paid
Personal				
PER	Personal Time Used	Paid - Personal time used (not for FMLA)	Benefits Accrued	Paid
Vacation				
VAC	Vacation Time Used	Used at the discretion of the employee, for vacation purposes, with prior approval from the Appointing Authority	Benefits Accrued	Paid
Holiday				
HLN	Holiday	Used for all legal state holidays.	Benefits Accrued	Paid
HWC	Holiday Worked Comp Time Earned	Hours only - Comp time earned for the Commonwealth's observed holiday. NOTE: When an employee works on a scheduled holiday, the employee will need to record hours worked as REG along with HWC. Regardless of the number of hours worked on a holiday (ex: 10.00 REG and 7.50 HWC), the total comp time earned (HWC) should not exceed 1/5 of an employee's total weekly schedule (ex: 37.50 / 5 = 7.50hrs).	Benefits Accrued	Paid

Military				
ATD	Annual Tour of Duty Leave	Used for an employee to attend annual active duty training as a member of a Reserve Component of the United States Armed Forces	Benefits Accrued	Paid
MIL	Military Leave (unpaid)	Used for an employee who is called for duty in other than an annual active duty training component of the United States Armed Forces	No Accrued Benefits	Unpaid
Overtime				
OTS	Overtime Straight	Paid - Overtime at straight pay for hours worked up to 40 hours. (ex: A 37.50hr employee works a total of 40.00 hrs should receive 37.50 REG and 2.50 OTS)	Benefits Accrued	Paid
OTP	Overtime Pay Premium	Paid - Overtime at premium pay (time and a half) for hours worked over 40 or as determined in the Collective Bargaining Agreement. Typically sick time is not included in the OTP calculation (refer to the Collective Bargaining Agreements for exceptions). (ex: A 37.50hr employee works a total of 42.0 hrs should receive 37.50 REG, 2.50 OTS and 2.0 OTP)	Benefits Accrued	Paid
State Employees Responding as Volunteers (SERV) Program				
VOL	School	Paid - Volunteer Leave (SERV) to volunteer at approved non-profits in MA in the areas of education, environment, health or public safety, public schools, or youth mentoring (age 5-21) for not more than one work day per month (prorated for part-time employees). Pre-approval is required. The completed SERV Request and Verification forms should be forwarded to Agency/HR.	Benefits Accrued	Paid
	Mentoring		Benefits Accrued	Paid
	Community Service		Benefits Accrued	Paid
Miscellaneous				
BLD	Blood Donations	Paid - Blood donation leave up to a maximum allowance of four (4) hours. Blood donation leave may be used no more than 5 times per year from the period October 1 - September 30. (prior Supervisor approval required)	Benefits Accrued	Paid
BRL	Bereavement Leave	Paid - Bereavement Leave . The maximum number of days will vary based on Collective Bargaining Agreements and Red Book. A day is defined as 1/5 of an employee's total weekly schedule. BU 1,3,6, BU 2, BU 8&10 - Eligible for up to 7 days for a death of a spouse or child. MGR/Confidential - Eligible for up to 4 days for a death of a spouse or child. BU 1,3,6, BU 2, BU 8&10, MGR/Confidential - Eligible for up to 4 days for a death of a foster child, step child, parent, step parent, brother, sister, grandparent, grandchild, person for whom the employee is legal guardian, parent or child of spouse or person living in household; One day may be used to attend the funeral of the brother, sister, grandparent or grandchild of the employee's spouse. All usage is to be used at the option of the employee within 30 calendar days of said death or date of the funeral. BU 7 - Eligible for up to 7 days for a death of a spouse or child; up to 4 days for a parent, brother, sister, sister in-law, brother in-law, step parent, grandparent, grandchild or person living in household.	Benefits Accrued	Paid
EDP	Education Leave (paid)	Paid - Authorized Education Leave with pay (requires HR approval)	Benefits Accrued	Paid
JDP	Jury Duty Leave	Paid - Used for an employee who is serving on jury dute or who is serving as a witness on behalf of the Commonwealth, town, city, county of the Commonwealth or the Federal Government. Contractors are also entitled to JDP.	Benefits Accrued	Paid
SKE	Non-Weather Emergency Lv Pd	Paid - In accordance with Secretariat approval, non-Weather related emergency leave for employees directed not to report to or remain at work (i.e. lack of heat, electricity, or water).	Benefits Accrued	Paid
LNP	Leave No Pay	Unpaid - Authorized Leave without pay for unpaid leaves such as Sabbatical, Education, Professional Development, Personal leave, Small Necessities Leave Act, Non-FMLA, etc. An unpaid Non-FMLA leave should be used for illness of a grandparent, grandchild, sister/brother in same household, person for whom employee is a legal guardian. The use of this code is based on submission of paperwork and Agency/HR approval as required.	No Accrued Benefits	Unpaid
LWP	Leave With Pay	Paid - Authorized leave with pay for employees not working and not using accrued time but should continue receiving pay. The use of this code requires Agency/HR approval. (i.e. American Red Cross Certified Disaster Volunteer leave, Domestic Violence leave, Military State Active Duty leave, Bone Marrow or Organ Donor leave, Physical Examination leave, or Voting leave).	Benefits Accrued	Paid
NOP	Not on payroll	Unpaid - Unauthorized leave. This code is used when an employee does not report to work and not on an authorized leave.	No Accrued Benefits	Unpaid
PLC	Professional Leave Day	Paid - BU 7 employees are entitled to two approved professional days per year.	Benefits Accrued	Paid

REC	Regular Pay Contractor	Paid - Regular hours worked by contract employees only.		Paid
REG	Regular Pay	Paid - Regular hours worked by Commonwealth employees (excludes contractors).	Benefits Accrued	Paid
SNP	Suspension Leave (unpaid)	Unpaid - Suspension leave for an employee who was suspended.	No Accrued Benefits	Unpaid
UNP	Union Leave (paid)	Paid - Union leave for union representatives to tend to union business. The employee will continue to accrue leave benefits while on this paid union leave. (requires HR approval)	Benefits Accrued	Paid
UUB	Union Leave (unpaid)	Unpaid - Union leave for union representatives to tend to union business. The employee will continue to accrue leave benefits while on this unpaid union leave. (requires HR approval)	Benefits Accrued	Unpaid
UUN	Union Leave (unpaid)	Unpaid - Union leave for union representatives to tend to union business. The employee will not accrue leave benefits while on this unpaid union leave. (requires HR approval)	No Accrued Benefits	Unpaid
WEA	Skeleton Force Leave	Paid - Governor declared Emergency Leave for non-emergency employees directed not to report to or remain at work.	Benefits Accrued	Paid